DOCUMENT RESUME

ED 230 212 JC 830 168

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TITLE Update Management Compensation. ACCCA Management Report, 1982-3/3.
INSTITUTION Association of California Community Coll. Administrators.
PUB DATE 3 Mar 82
NOTE 32p.
PUB TYPE Statistical Data (110)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *Administrators; College Instruction; College Presidents; *Community Colleges; *Fringe Benefits; Multicampus Districts; *Salaries; School Business Officials; Student Personnel Workers; Two Year Colleges; Working Hours
IDENTIFIERS *California

ABSTRACT

This report presents data obtained from a study by the Association of California Community College Administrators to determine levels of remuneration and benefits of community college administrators in California. Table 1 lists the highest salaries currently being paid to the Chief Instructional Officer, Chief Business Officer, and Chief Student Services Officer at each of 47 community colleges and in 20 multi-campus districts. Table 2 presents data from 50 community colleges on the highest salary paid to administrators in the top five levels of management, the number of "on the job" duty days required, and the number of contract months per year, if less than 12, for these personnel. Table 2 also provides the same information for 20 multi-campus districts based on the level of the highest paying campus in the district. Table 3 highlights unique benefits accorded to chancellors and district superintendents by individual colleges and districts, including vacation, automobile, and transportation allowances. Finally, table 4 specifies the benefits given to other managers beyond those which faculty receive. (HB)

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ED230212

Management Report

1982 - 3/3

UPDATE

Management Compensation

by

Jerry C. Garlock, PH.D.
El Camino College

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UPDATE MANAGEMENT COMPENSATION

by

Jerry C. Garlock, Ph.D.

El Camino College

ACCCA MANAGEMENT COMPENSATION ANALYSIS

DEFINITIONS

To assist you in understanding and interpreting the data in this report, the following definitions and clarifications are offered:

Table 1 shows a listing of all of the districts who responded to the survey and indicates the effective dates of the salary and fringe benefit information for that district. Table 1 also lists the highest salary currently being paid for the Chief Instructional Officer, Chief Business Officer, and the Chief Student Services Officer at the campus level. In the case of multi-campus districts, one needs to assume that the three campus salaries listed are not necessarily representative of a single campus within the district. The salary listed for the Chief Instructional Officer might be from College A, while the salary listed for the Chief Business Officer might be from college B, and the Chief Student Services Officer's salary from college C. We asked for the highest salary for such a person who was serving at the campus level.

Table 1 also provides a listing at the district level of salaries paid to Chief Instructional Officer, Chief Business Officer, and the Chief Student Services Officer. Positions so identified are district level and work out of a central administrative office. All multi-campus districts do not have all three persons at the district level. Table 1 will indicate that.

The format of Tables 2 and 2a is the same with Table 2 reflecting data from single campus districts and Table 2a reflecting data from multi-campus districts. Both tables indicate five levels.

Districts were asked to report the highest annual salary for their top five levels of management. They were asked to provide salaries actually being paid and were asked to determine the level in accordance with salary rather than in accordance with organization chart. For example, in a multi-campus district, level I might be Chancellor; level II could be a College President; and level III a Vice Chancellor. In another multi-campus district, level I might be the Chancellor; level II the Vice Chancellor; and level III the President. Levels were reported based on salaries being paid.

The information under "Required 'On the Job' Duty Days" relates to how many actual days an administrator at each of the five levels is required to be present on the job. These numbers are exclusive of vacation days and holidays.

Tables 3 and 4 (for single and multiple campus districts, respectfully) indicate unique management benefits of managers of various levels.

Table 1

ACCCA SUMMARY OF SALARIES OF SELECTED ADMINISTRATIVE OFFICERS (BELOW LEVEL I)

District	Effect. Date	CAMPUS LEVEL			Contact Person
		Chief Inst. Officer	Chief Business Officer	Chief Student Serv. Officer	
Allan Hancock	7/1/82	$49,429	$49,429	$49,429	George Howard
Antelope Valley	2/1/83	42,953	45,804	45,804	Rae H. Yoshida
Barstow	7/1/82	49,997	49,997	49,997	J. Sherman
Butte	7/1/82	44,500	46,500	45,500	Jim Mitchell
Cabrillo	7/1/81	51,900	51,900	47,076	Garrett C. Nichols
Cerritos	7/1/81	52,500	53,600	51,610	Frank Ramirez
Chaffey	7/1/81	44,000	42,229	44,000	Lester Johnson
Citrus	1/1/83	49,872	43,296	54,843	Caroline Sprague
Coachella	7/1/81	51,693	51,693	51,693	Helen Mulleneaux
Compton	10/31/80	54,217	51,636	49,176	Bob Nunez
El Camino	7/1/82	62,224	62,224	62,224	Jerry C. Garlock
Fremont-Newark	7/1/81	50,207	50,207	50,207	R. Peters
Gavilan	11/9/81	49,441	43,075	43,075	
Glendale	2/15/83	53,154	53,280	53,154	D. Reinbolt
Hartnell (retro)	7/1/82	49,146	51,743	47,848	V. Willits
Imperial	7/1/81	43,700	43,700	43,700	Jim Walker

Table 1 (continued)

ACCCA SUMMARY OF SALARIES OF SELECTED ADMINISTRATIVE OFFICERS (BELOW LEVEL I)

District	Effect. Date	CAMPUS LEVEL			Contact Person
		Chief Inst. Officer	Chief Business Officer	Chief Student Serv. Officer	
*Lake Tahoe	7/1/81	$43,149	$43,149	$ (a)	Guy F. Lease
Lassen	9/1/81	45,000	37,348	34,849	W. Sorensen
Long Beach	7/1/81	57,741	57,741	57,741	Edwin K. Bush
Mendocino	7/1/81	43,900	43,900	(b)	W. Brown
Merced	7/1/81	48,404	36,927	46,613	Patti Hunter
Mira Costa	7/1/82	50,904	49,748	50,904	Carrie Ziemack
Monterey Peninsula	7/1/82	48,954	47,833	48,954	Jack Bessire
Mt. San Antonio	1/1/83	63,912	63,912	53,820	Walt Collins
Mt. San Jacinto	7/1/81	51,450	40,560	44,570	Claire Broyles
Napa	7/1/81	48,888	48,888	44,240	J. Peralez
Palo Verde	7/1/82		26,250	38,788	Patricia Beaver
Palomar	7/1/82	54,522	54,522	48,215	R. M. Smith
Pasadena	7/1/82	57,837	57,837	57,837	John Madden
Rancho Santiago	7/1/82	60,997	59,976	59,976	Jo Krukowski
Redwoods	9/1/81	45,488	43,494	42,499	D. Weichert

*Remains in effect through 6/30/83
(a)Chief Inst/Chief Stud Serv Officer
(b)Duties split between chief instruction/Business Offices

Table 1 (continued)

ACCCA SUMMARY OF SALARIES OF SELECTED ADMINISTRATIVE OFFICERS (BELOW LEVEL I)

District	Effect. Date	CAMPUS LEVEL			Contact Person
		Chief Inst. Officer	Chief Business Officer	Chief Student Serv. Officer	
Rio Hondo	7/1/82	$56,808	$50,448	$	Sue Toman
Riverside	1/1/83	55,086	55,086	55,086	John Matulich
Saddleback	7/1/81	56,096	56,096	54,910	Frank Sciarrotta
San Joaquin	9/1/81	55,972	40,548	49,879	R. Riddlesperger
San Luis Obispo	7/1/81	50,047	49,352	46,448	
Santa Barbara	7/1/81	48,198	48,528	48,198	Daniel Oroz
Santa Clarita	7/1/81	Part Time	50,508	44,481	Robert Berson
Santa Monica	7/1/81	55,370	55,370	52,309	Marie Cluster
Sequoias	7/1/81	52,725	52,725	52,725	Richard Jacobsen
Shasta-Tehama	7/1/81	51,471	51,471	44,718	Ken Cerreta
Sierra	7/1/81	49,750	43,296	49,750	Peter Kolster
Siskiyou	7/1/81	43,389	42,083	42,083	Patricia Demo
Solano	7/1/81	46,255	48,847	47,550	
Sonoma	7/1/82	56,974	53,916	53,916	Ron Cataraha
Southwestern	7/1/82	51,996	51,996	51,996	Allyne Tachiki
Victor Valley	7/1/82	49,442	49,442	49,442	Jim Hvilsted

Table 1 (continued)

ACCCA SUMMARY OF SALARIES OF SELECTED ADMINISTRATIVE OFFICERS (BELOW LEVEL I)

District	Effect. Date	CAMPUS LEVEL			Contact Person
		Chief Inst. Officer	Chief Business Officer	Chief Student Serv. Officer	
West Hills	7/1/81	$45,800	$45,800	$45,800	Kenneth Fite
West Kern	7/1/81	45,120	40,700	43,450	D. Cothrun
Yuba	7/1/81	51,927	50,777	45,346	
-Coast	7/1/82	55,483	52,841	55,483	W. Waechter
(district level)	7/1/81		(60,500)		
-Contra Costa	10/1/82	57,396	49,392	57,396	Clare Luiselli
(district level)	10/1/82		(57,396)		
-Foothill-De Anza	7/1/82	54,996		55,836	Peter Landsberger
(district level)	1/1/81		(50,580)		
-Grossmont	7/1/81	51,620	32,954		J. McClintock
(district level)	7/1/81		(53,865)		
-Kern	7/1/81	52,191	33,256	49,911	Lauraine Cook
(district level)	7/1/81		(49,712)		
-Los Angeles	7/1/81	56,180	56,180	56,180	Karen Martin
(district level)	7/1/81	(73,315)	(73,315)	(59,338)	
-Los Rios	7/1/81	47,481	47,481	47,481	Jeanne Good
(district level)	7/1/81	(50,024)	(52,089)	(47,481)	
-Marin	7/1/82	48,825	46,200	45,675	Kent Lowney
(district level)	7/1/81		(48,000)		
-North Orange	7/1/82	54,031	54,031	57,438	L. Evers
(district level)	7/1/82	(61,763)	(62,434)		

Table 1 (continued)

ACCCA SUMMARY OF SALARIES OF SELECTED ADMINISTRATIVE OFFICERS (BELOW LEVEL I)

District	Effect. Date	CAMPUS LEVEL			Contact Person
		Chief Inst. Officer	Chief Business Officer	Chief Student Serv. Officer	
-Peralta	7/1/82	$45,660	$50,151	$44,481	
(district level)	7/1/82	(51,948)	(47,496)	(46,572)	
-San Bernardino	7/1/80	45,984	26,304	[illegible].016	
(district level)	7/1/80		(42,048)		
-San Diego	1/1/82	48,696	46,356	48,696	Gary A. Van Beenen
(district level)	1/1/82	(49,848)	(49,848)	(49,848)	
-San Francisco	7/1/82	59,460	54,192	49,380	R. Alexander
(district level)	7/1/82	(56,460)	(59,460)		
-San Jose	7/1/81	55,275		51,476	R. Lucchece
(district level)	7/1/81	(62,239)	(55,275)		
-San Mateo	7/1/82	53,175	46,799	53,175	Cal Apter
(district level)	7/1/82		(53,484)		
-South County	7/1/82	58,109	53,553	53,553	Lawrence Sizar
(district level)	7/1/82				
-State Center	1/1/81	47,592	47,592	47,592	
(district level)	1/1/81	(47,744)	(52,943)		
-Ventura	7/1/82	53,553		54,303	Barbara Derryberry
(district level)	7/1/82	(56,657)	(54,103)		
-West Valley	7/1/82	47,148		46,224	Christine Moore
(district level)	7/1/82		(48,450)	(47,148)	
-Yosemite	7/1/81	51,156	46,788	51,156	Dorothy Swartwood
(district level)	7/1/81		(55,153)		

Table 2

ACCCA ADMINISTRATIVE SALARY SURVEY

Single Campus

DISTRICT	EFFECTIVE DATE	HIGHEST ANNUAL SALARY					REQUIRED "ON THE JOB" DUTY DAYS*					NUMBER OF CONTRACT MONTHS PER YEAR (if less than 12)
		I	II	III	IV	V	I	II	III	IV	V	
Allan Hancock	7/1/82	$58,150	$49,429	$42,425	$40,088	$37.753	221	221	221	221	221	George Howard
Antelope Valley	2/1/83	52,297	45,804	42,953			230	230	230			
Barstow	7/1/82	51,309	49,997	38,763	37,767	37,622	238	238	238	216	216	Levels IV and V = 11 mo.
Butte	7/1/82	51,500	46,500	43,897	43,449	39,866	213	213	223	223	223	
Cabrillo	7/1/81	54,504	51,900	47,076	42,696	38,724	225	225	225	225	225	
Cerritos	7/1/81	61,500	53,600	51,610	48,774	44,520	229	229	229	229	229	
Chaffey	7/1/81	55,000	49,C.8	46,250	45,250		246	246	246	246		
Citrus	1/1/83	55,000	54,843	49,872	43,296		226	226	226	226		
Coachella	7/1/81	53,059	51,693	45,528	44,106		215	215	215	215		
Compton	10/31/80	54,217	51,636	49,177	45,876	41,706	223	223	223	223	223	
El Camino	7/1/82	65,000	62,224	55,670	52,528	41,917	227	229	229	229	229	
Fremont-Newark	7/1/81	55,000	50,207	47,656	45,104		226	226	226	226		
Gavilan	7/1/81	49,441	46,004	41,452	35,874	39,117	246	246	246	190	252	
Glendale	7/1/81	56,962	51,606	47,037	42,893	35,743	225	225	225	225	195	
Hartnell (retro)	7/1/82	58,300	51,743	47,848	43,891		229	229	229	229		
Imperial	7/1/81	48,000	43,700	40,540	33,684		230	230	230	210		

*Those few districts working a 4-day week during the summer reported as a 5-day week.

Table 2 (continued)

ACCCA ADMINISTRATIVE SALARY SURVEY

Single Campus

DISTRICT	EFFECTIVE DATE	HIGHEST ANNUAL SALARY					REQUIRED "ON THE JOB" DUTY DAYS*					NUMBER OF CONTRACT MONTHS PER YEAR (if less than 12)
		I	II	III	IV	V	I	II	III	IV	V	
Lake Tahoe	7/1/81	$51,779	$43,149	$37,573	$	$	229	229	229			
Lassen	9/1/81	49,000	45,000	37,348	34,849	31,343	226	226	226	226	226	
Long Beach	7/1/81	63,130	57,741	53,866	50,960		228	228	228	228		
Mendocino	7/1/81	54,996	43,900	40,900			226	226	226			
Merced	7/1/81	55,247	46,613	39,871			222	222	222			
Mira Costa	7/1/82	61,088	50,904	49,748	45,542	44,830	221	221	221	221	212	
Monterey Pen.	7/1/82	58,000	47,833	45,177	42,872	36,646	226	226	226	226	226	
Mt. San Antonio	8/1/83	70,632	63,912	53,820	52,128	50,460	229	229	229	229	229	
Mt. San Jacinto	7/1/81	51,450	44,570	40,560	38,807		226	228	228	228		
Napa	7/1/81	52,312	48,888	44,340	40,212	38,292	222	222	222	222	222	
Palo Verde	7/1/82	44,900		38,788			227		227			
Palomar	1/1/81	61,200	54,522	49,471	44,171		229	229	229	229		
Pasadena	7/1/82	63.600	57,837	55,956	49,138	45,690	246	246	246	201	201	12 12 12 12/11 12/11
Rancho Santiago	7/1/82	66,500	60,997	52,632	49,476	46,320	247	247	247	247	247	
Redwoods	9/1/81	53,603	45,488	42,499	40,621	37,526	248	248	248	248	248	
Rio Hondo	7/1/82	62,500	56,808	52,908	51,876	50,876	225	225	225	225	225	
Riverside 17	1/1/83	64,096[a]	55,086	49,061	43,975	41,839	228	228	228	228	228	

*Those few districts working a 4-day week during the summer reported as a 5-day week.

[a] 7/1/82

18

Table 2 (continued)

ACCCA ADMINISTRATIVE SALARY SURVEY

Single Campus

DISTRICT	EFFECTIVE DATE	HIGHEST ANNUAL SALARY					REQUIRED "ON THE JOB" DUTY DAYS*					NUMBER OF CONTRACT MONTHS PER YEAR (if less than 12)
		I	II	III	IV	V	I	II	III	IV	V	
Saddleback	7/1/81	$65,048	$56,096	$54,910	$52,720	$50,457	246	246	246	246	246	
San Joaquin	9/1/81	55,972	52,472	49,879	47,514	43,826	216	226	226	226	226	
San Luis Obispo	7/1/81	55,693	50,047	46,919			226	226	226			
Santa Barbara	7/1/81	55,000	48,198	43,380	38,559		229	229	229	229		
Santa Clarita	7/1/81	55,560	50,508	41,112	42,792		242	242	242	242		Two are 11-month
Santa Monica	7/1/81	62,417	55,370	53,839	52,309	50,825	222	222	222	222	222	
Sequoias	7/1/81	73,400	52,725	49,210	46,830	45,450	215	215	215	215	215	
Shasta-Tehama	7/1/81	51,471	51,471	44,718	44,718	44,718	225	225	225	225	225	
Sierra	7/1/81	59,942	49,750	47,733	43,296	40,410	225	225	225	225	200	
Siskiyou	7/1/81	57,069	43,389	37,920			228	228	228			
Solano	7/1/81	56,299	51,407	48,847	42,160	43,833	224	224	224	224	224	
Sonoma	7/1/82	70,876	56,974	53,916	51,348	48,660	225	225	225	225	225	
Southwestern	7/1/82	58,320	51,996	51,996	51,996		224	224	224	224		
Victor Valley	7/1/82	58,094	49,442	46,970	45,734	44,498	225	225	225	225	225	
West Hills	7/1/81	48,000	45,800	40,300			221	221	221			
West Kern	7/1/81	53,800	45,120	40,150			219	219	224			
Yuba	7/1/81	62,385	51,927	50,777	45,[illegible]6	43,186	228	228	228	228	228	

*Those few districts working a 4-day week during the summer reported as a 5-day week.

Table 2a

ACCCA ADMINISTRATIVE SALARY SURVEY

Multi-Campus

DISTRICT	EFFECTIVE DATE	HIGHEST ANNUAL SALARY					REQUIRED "ON THE JOB" DUTY DAYS*					NUMBER OF CONTRACT MONTHS PER YEAR (if less than 12)
		I	II	III	IV	V	I	II	III	IV	V	
Coast (highest campus)	7/1/81	$72,500	$60,500	$55,483	$51,860	$50,500	245	245	245	245	245	
Contra Costa (highest campus)	10/1/82	73,368	63,288	57,396	51,936	49,392	221	221	221	221	221	
Foothill-De Anza (highest campus)	7/1/82	71,961	63,972	56,880	55,500	48,528	225	225	225	225	225	
Grossmont (highest campus)	7/1/80	59,000	55,609	53,865	50,923	48,730	223	223	223	223	223	
Kern (highest campus)	7/1/81	60,570	52,191	50,660	49,911	49,173	228	228	228	228	228	
Los Angeles (highest campus)	7/1/81	(65,916)	72,532 (56,180)	59,338 (50,582)	56,180 (47,933)	47,933 (38,328)		226 (226)	226 (226)	226 (226)	226 (226)	
Los Rios (highest campus)	7/1/81	62,500	55,542	50,024	48,763	45,496	224	224	224	224	224	
Marin (highest campus)	7/1/82	55,000	50,400	47,250	45,675	43,050	223	223	223	223	223	
North Orange (highest campus)	7/1/81	66,462	62,434	62,434	57,438	55,147	209	209	209	209	209	
Peralta (highest campus)	7/1/82	60,000	55,068	51,948	46,572	45,660	232	232	232	232	232	
San Bernardino (highest campus)	7/1/80	59,838	49,760	45,984	44,016	42,048	227	227	227	227	227	

*Those few districts working a 4-day week during the summer reported as a 5-day week.

Table 2a (continued)

ACCCA ADMINISTRATIVE SALARY SURVEY

Multi-Campus

DISTRICT	EFFECTIVE DATE	HIGHEST ANNUAL SALARY					REQUIRED "ON THE JOB" DUTY DAYS*					NUMBER OF CONTRACT MONTHS PER YEAR (if less than 12)
		I	II	III	IV	V	I	II	III	IV	V	
San Diego	1/1/82	$70,000[a]	$60,250[a]	$49,848	$46,356	$44,160	227	227	227	227	227	
(highest campus)	1/1/82	56,244	51,036	48,696	46,356	44,160	227	227	227	227	227	
San Francisco (highest campus)	7/1/82	64,000	58,800	59,460	54,192	49,380	228	228	228	228	228	
San Jose (highest campus)	7/1/81	62,239	55,275	51,476	49,089	47,938	243	243	243	243	243	
San Mateo (highest campus)	7/1/82	68,269	56,901	53,484	53,175	46,799	220	220	220	220	220	
South County (highest campus)	7/1/82	59,670	58,109	53,553	49,338	45,122	228	228	228	228	228/218[b]	
State Center (highest campus)	1/1/81	61,224	52,943	51,900	47,592	43,440	227	227	227	216	205	
Ventura (highest campus)	7/1/82	68,000	61,564	56,657	54,303	51,749	226	226	226	226	226	
West Valley (highest campus)	7/1/82	64,250	51,510	48,450	47,148	42,984	225	225	225	225	225	
Yosemite	7/1/81	63,127	55,153	47,334	43,239		226	226	226	226		
(highest campus)	7/1/81			55,105	54,346				226	226		

[a] 9/1/82

[b] Division Chairman, Level V

*Those few districts working a 4-day week during the summer reported as a 5-day week.

Table 3

UNIQUE MANAGER BENEFITS OF CHANCELLORS AND DISTRICT SUPERINTENDENTS

District	Level I Unique Benefits
Allan Hancock	Transportation allowance $2,700; life insurance policy; annual physical
Antelope Valley	
Barstow	Full use of college vehicle with gas and credit card
Butte	$300 unclaimed expense allowance per month
Cabrillo	$235 month mileage expense
Cerritos	$125 month travel allowance
Chaffey	20 days vacation
Citrus	Automobile
Coachella	Automobile; house on campus
Coast	Increasing term life insurance policy-face value is nearest $5,000 below current salary (salary $47,500, insurance coverage $45,000) face of policy increases as salary increases--retiring manager will receive paid-up policy under certain longevity cond.; 2 months paid administrative leave after four years; if no administrative leave taken after four years, a fully paid one semester professional growth leave after six years (Professional growth leave requires approved program of "professional improvement."); 2 adm. holidays to be taken during spring and/or winter recess; 25 days vacation; automobile; multi-year contract
Compton	Car allowance ($75 month); H & W benefits -- $253.70/mo. plus Cal. Dental Service
Contra Costa	Credit cards; automobile; $100/mo. in-district expense allowance
El Camino	Automobile
Foothill-DeAnza	Car; administrative leave
Fremont-Newark	Automobile allowance of $200/mo.
Gavilan	1-3/4 days vacation per month
Glendale	District car with gas and credit card; health and welfare above the faculty, including dental, life and vision; $3,000 annuity in addition to salary
Grossmont	24 days vacation

Table 3 (continued)

UNIQUE MANAGER BENEFITS OF CHANCELLORS AND DISTRICT SUPERINTENDENTS

District	Level I Unique Benefits
Hartnell	Auto allowance $200/mo. in-district travel
Imperial	Automobile and credit card
Kern	Option of auto or stipend; administrative leave
Lake Tahoe	$315 month in-district expense
Lassen	Vehicle; $50,000 life insurance
Long Beach	Car; credit card; $150,000 life insurance; $2,000 reimbursed medical expense; 10 days per year professional growth time
Los Angeles	Automobile
Los Rios	Automobile
Marin	Automobile
Mendocino	$290/mo. travel within district; 24 days vacation per year; $50,000 whole life insurance policy
Merced	$250/mo. travel within district; 24 days vacation per year; $50,000 life insurance policy
Mira Costa	Vacation; monthly stipend in lieu of automobile
Monterey Pen.	10 days study and travel; $200/mo. exp. allow.; car lease and cred. card
Mt. San Antonio	President receives $165 a month transportation allowance
Mt. San Jacinto	Automobile
Napa	Automobile (including maintenance and credit card); $300/year in-district expense, travel expense outside district
North Orange	Automobile
Palo Verde	$50,000 life insurance
Palomar	$325/mo. travel allowance
Pasadena	
Peralta	Automobile; $2,000/yr. in-district expense
Rancho Santiago	Vehicle and $100/mo. transportation allowance; $750 TSA + med/dent--dep. also; 2-1/4 days vacation per month

Table 3 (continued)

UNIQUE MANAGER BENEFITS OF CHANCELLORS AND DISTRICT SUPERINTENDENTS

District	Level I Unique Benefits
Redwoods	$2400/yr. local travel allowance
Rio Hondo	$150/mo. mileage allowance; 22 days a year vacation; car provided by District
Riverside	$500 monthly expense for Southern California travel; $50,000 life insurance
Saddleback	22 days vacation; $350 per month mileage
San Bernardino	Automobile and gas credit cards
San Diego	Leased automobile and additional life insurance policy, plus benefits listed for Levels II-V Managers (Table 4)
San Francisco	Auto and credit card
San Joaquin	$1500 life insurance; use of automobile; $125/mo. incidental expense
San Jose	
San Luis Obispo	Administrators receive fringe benefit package of $2,032 which is the same as all certificated staff; 22 days vacation
San Mateo	$2,400 in lieu of auto; $1,800 expense account
Santa Barbara	$300 month mileage
Santa Clarita	$400 month mileage
Santa Monica	$175 per month for incidental expenses
Sequoias	District provided automobile
Shasta-Tehama	
Sierra	District car
Siskiyou	Car
Solano	$2,400 in lieu of auto; 5 days management leave
Sonoma	Leased car--100% use; $50 per month miscellaneous expenses
South County	Required annual physical examination--paid by District
Southwestern	$400/mo. for mileage and other local expenses
State Center	$36,000 life insurance; $200/mo. auto allowance

Table 3 (continued)

UNIQUE MANAGER BENEFITS OF CHANCELLORS AND DISTRICT SUPERINTENDENTS

District	Level I Unique Benefits
Ventura	$375 per month car allowance; $100,000 life insurance
Victor Valley	Automobile and credit card
West Hills	District furnishes car allowances of $240 per month
West Kern	Auto allowance; $80/mo. expenses; credit card
West Valley	District furnishes car; $50,000 life insurance; District payment of medical deductible
Yosemite	Deferred compensation plan for voluntary participation; travel allowance (in lieu of mileage) $240 per month; retired consultant plan
Yuba	Automobile; gas credit card

Table 4

UNIQUE MANAGEMENT BENEFITS FOR OTHER MANAGERS BEYOND THAT WHICH FACULTY RECEIVES

District	Levels II, III, IV, V Unique Benefits
Allan Hancock	
Antelope Valley	
Barstow	Full use of college vehicle; $600/yr. Level II, Dean's level option: reduction of $600 per year salary for personal use of college vehicle within geographic region
Butte	$200 unclaimed expense allowance per month (Level II only)
Cabrillo	$175/mo. mileage expense (Level II only)
Cerritos	$100/mo. travel allowance (V.P.'s only)
Chaffey	20 days vacation
Citrus	22 days vacation
Coachella	
Coast	Increasing term life insurance policy - face value is nearest $5,000 below current salary (salary $47,500, insurance coverage $45,000) - face of policy increases as salary increases - retiring manager will receive paid-up policy under certain longevity conditions; 2-month fully paid administrative leave after each four years; if no administrative leave taken after four years, a fully paid one semester professional growth leave after six years. (Professional growth leave requires approved program of "professional improvement."); 2 administrative holidays to be taken during spring and/or winter recess; 22 days vacation
Compton	
Contra Costa	22 days vacation; sabbatical leave option of two months at full pay; group tax-deferred annuity of $46/mo. in lieu of health insurance; automobile (Level II only)
El Camino	$100 per month mileage allowance (Level II only)
Foothill-De Anza	Administrative leave
Fremont-Newark	
Gavilan	22 days vacation; 1-3/4 days vacation per month for Level II
Glendale	Health & Welfare benefits above the faculty, including dental, life and vision
Grossmont	

Table 4 (continued)

UNIQUE MANAGEMENT BENEFITS FOR OTHER MANAGERS BEYOND THAT WHICH FACULTY RECEIVES

District	Levels II, III, IV, V Unique Benefits
Hartnell	Management leave after 3 years up to two months leave with full pay; continuation of employee benefits for 90 days in case of death; upon request, 5 days administrative leave may be granted with approval of superintendent
Kern	Automobile; gas credit card; administrative leave
Lake Tahoe	$275/mo. in-district expense
Lassen	Automobile
Long Beach	$2,100 auto allowance for Level II; $1,100 auto allowance for Levels III and IV; 4 days management leave per year for certificated managers
Los Angeles	Automobile (Level II only)
Los Rios	
Marin	22 days vacation
Mendocino	20 days vacation per year
Merced	24 days vacation per year; $50,000 life insurance policy
Mira Costa	Vacation
Monterey Pen.	10 days study and travel; $100 per month auto allowance; credit card; administrative leave--2 months for each three years of service
Mt. San Antonio	$132/mo. transportation allowance; all management receive major medical coverage after retirement with 15 years service with district effective September 19, 1979--District pays 75% of premium (otherwise staff must serve 20 years for 100% premium paid)
Mt. San Jacinto	20 days vacation
Napa	22 days vacation; double annual salary life insurance
North Orange	Automobile (Level II only)
Palo Verde	$50,000 life insurance
Palomar	22 days vacation
Pasadena	22 days vacation for 12-month managers; six "comp." days available for special service--S/P determines
Peralta	22 days vacation for 12-month managers; administrative leave

Table 4 (continued)

UNIQUE MANAGEMENT BENEFITS FOR OTHER MANAGERS BEYOND THAT WHICH FACULTY RECEIVES

District	Levels II, III, IV, V Unique Benefits
Rancho Santiago	2-1/4 days vacation per month; TSA and full medical/dental for employees and dependants; administrators may allocate $450/yr. towards income protection plan in lieu of dependant coverage
Redwoods	$1,200/yr. travel allowance for V.P.'s; Dean, Administrative Services; Dean, Academic Services
Rio Hondo	$150/mo. mileage allowance (Level II); 22 days a year vacation; $75/mo. mileage allowance for deans; cafeteria plan fringe benefits ($240/mo.) plus district paid dental; $50,000 life insurance
Riverside	Level II--$100/mo. for Southern California travel; $50,000 life insurance for all management levels
Saddleback	24 days vacation
San Bernardino	Automobile and gas credit cards (Level II only)
San Diego	$65,000 life insurance; auto insurance; early retirement employment to $5,650 to age 65; lifetime coverage for medical and dental
San Francisco	$1,800 in lieu of auto (Level II only); mileage at .22/mi.
San Joaquin	$200/mo. automobile allowance (Level II only)
San Jose	
San Luis Obispo	Administrators receive fringe benefit package of $2,032 which is the same as all certificated staff; 22 days vacation
San Mateo	$1,200 in lieu of auto for Assistant Superintendent; $2,400 in lieu of auto for Presidents
Santa Barbara	
Santa Clarita	$175/mo. mileage (Level II); $80/mo. mileage (Level III)
Santa Monica	
Sequoias	
Shasta-Tehama	
Sierra	$200/mo. car allowance (Level II only)
Siskiyou	
Solano	3-5 days management leave

Table 4 (continued)

UNIQUE MANAGEMENT BENEFITS FOR OTHER MANAGERS BEYOND THAT WHICH FACULTY RECEIVES

District	Levels II, III, IV, V Unique Benefits
Sonoma	$70/mo. car allowance
South County	
Southwestern	2 days vacation per month of service
State Center	$36,000 life insurance; $200/mo. auto allowance (Levels I, II, III only); after retirement and prior to age 65 all managers can contract with the District and earn up to $5,000 annually for a maximum of 5 years
Ventura	
Victor Valley	
West Hills	Vice Presidents provided mileage allowance of $75 per month
West Kern	$50/mo. expenses; credit card
Yosemite	Deferred compensation plan for voluntary part; retired consultant plan, travel allowance (in lieu of mileage) $240/mo.
Yuba	Automobile; gas credit card

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JUL 1 1983

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